

Schiavello International Modern Slavery Statement 2019–2020



schiavello

Our Commitment

This statement pursuant to S6(1) of the Modern Slavery Act 2018, sets out the actions taken by Schiavello International to minimise the risk of modern slavery in our operations and supply chain.

This is the first Modern Slavery Statement generated by Schiavello, as informed by the Modern Slavery Act 2018.

At Schiavello, we recognise that slavery can occur in many forms. Our commitment to respect and support human rights is aligned to our Social responsibility policy. We support the UN Sustainable Development Goals with one of our priority goals being (goal 8): economic growth and decent work for all. Schiavello supports this goal and the commitment to eradicate any form of modern slavery – such as forced labour or child labour.

Since established in 1966, Schiavello has grown to become a respected multidisciplinary property and accommodation group encompassing the activities of property development, construction services, design and manufacture of advanced workplace furniture products and pre-fabricated building

elements. We operate across multiple industry sectors including commercial, retail, healthcare, education, accommodation, hospitality, and multi-level residential with activities spanning across Australia, South-East Asia, China, Middle East and the US.



This Statement has been approved by the Schiavello International Board of Directors on 5th March 2021.

A handwritten signature in black ink, appearing to read 'Peter Schiavello', written over a light-colored background.

Peter Schiavello
Managing Director of Schiavello Group



Structure and Framework

Organisational Structure

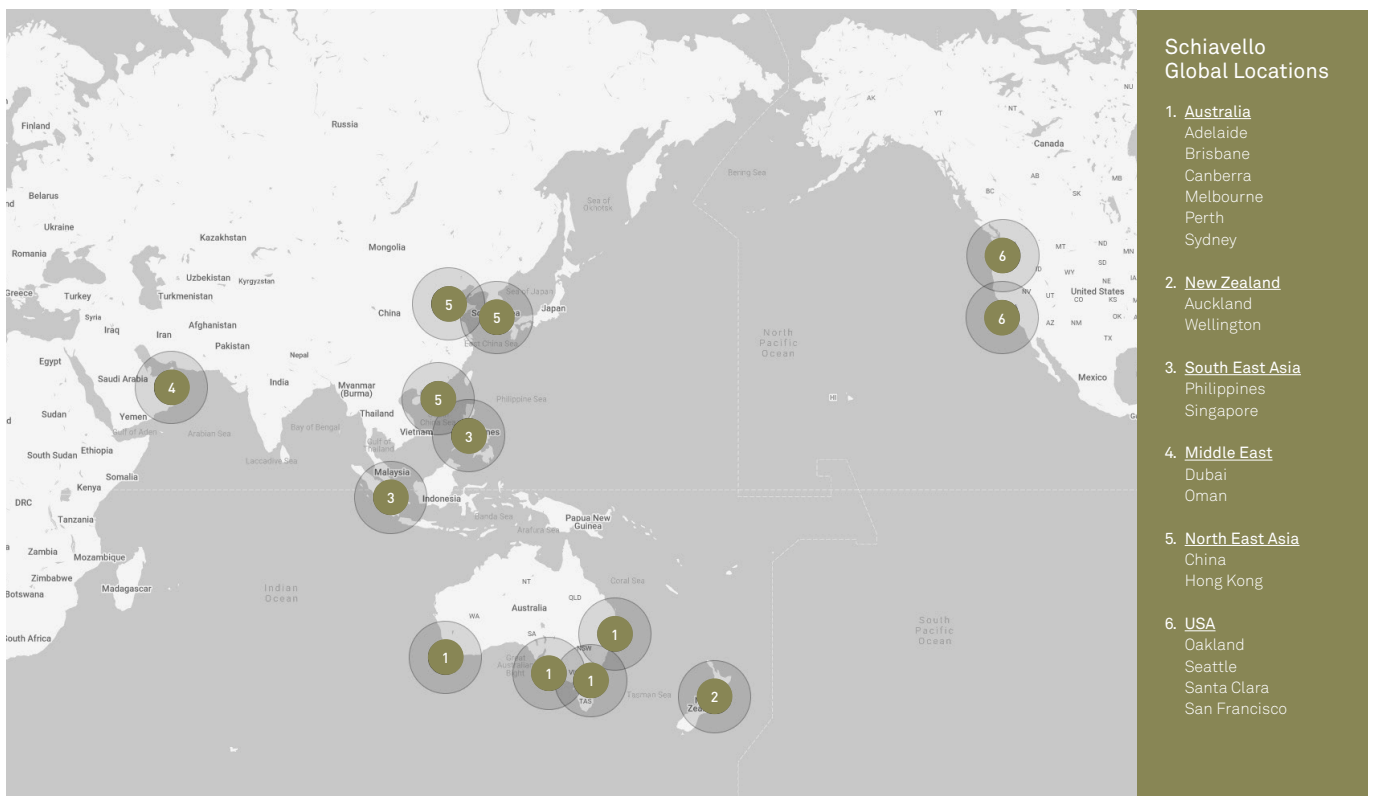
We currently operate from our various showrooms across the globe, six manufacturing plants, and an award-winning headquarters based in Tullamarine. With offices and representatives in every major Australian city and across South-East Asia, China, the Middle East, and the United States of America, Schiavello offers an integrated international network delivering complete turnkey projects; manufacturing, installing and servicing whole-of-workplace solutions.

Our service network is the largest and most experienced in the industry, supporting companies and individuals as they move and grow.

Social Responsibility Framework

Schiavello recognises the importance of socially responsible behavior with our prime objective being to make decisions and act in such a way that benefits society and contributes to sustainable development. Schiavello is committed to the 5 pillars indicated in our Social Responsibility Policy, which include:

- **Governance** – a structured approach to making and implementing decisions in pursuit of our objectives – ensuring our decision making processes are aligned to our cultural beliefs and value systems;
- **People** - a commitment to exercising due diligence in providing a workplace and work practices that maintain and support basic human rights;
- **Customers** – a commitment that our products and services have been ethically and legally manufactured and supplied;
- **Environment** – assuming responsibility for the environmental impacts cause by our activities; and
- **Community** – supporting and fostering relationships in our community that allow us to contribute to sustainable development.



Behavioural Standards and Risk Management

Schiavello's core values and our Code of Conduct set behavioural standards for everyone who works for, or on behalf of Schiavello.

Our values describe what we stand for and guide the way we do things. At Schiavello we have 5 core values:

- Integrity above all;
- The pursuit of excellence;
- Our word is our bond;
- Ambitiously innovative; and
- Live with passion.

Our core values and code of conduct helps Schiavello to take a consistent, global approach to important ethical and compliance issues. Our code covers a range of important elements in particular how we intend to conduct business in the most ethical and lawful way.

Our whistle blowing approach is our commitment to calling out any behavior classified as “unethical” – essentially any contravention to our core values, code of conduct or modern slavery expectations.

Our Principles

We have developed the following principles underpinned by our values:

- We act in the best interest of the company and our stakeholders;
- We compete fairly and comply with the law in the countries we operate;
- We maintain a safe work environment where we treat others with respect and promote consultation and participation practices;
- We aim to make a positive and sustainable economic, environmental and social contribution in all areas where we operate;
- We secure and protect the property of Schiavello including company and personal information;
- We take seriously our code of conduct and encourage calling out behavior that appears unethical or simply not right.

We have examined our human rights risks to identify our key risks:

	Labour Rights (Human Rights) including: Forced labour Wages and benefits Work hours Child labour
	Health and Safety
	Anti-Discrimination
	Privacy and Data Security
	Freedom of Association
	Anti-Bribery and Corruption

Supply Chain

We have continued to make our expectations of suppliers clear through the development and continuous improvement of our procurement processes pertaining to “prequalification” and “monitoring and evaluation of supplier performance”. We have redeveloped internal supplier prequalification criteria to ensure that our suppliers:

- Ensure compliance with all applicable modern slavery laws;
- Provide confirmation that they have not been convicted or investigated for any modern slavery related offences;
- Take all reasonable steps to ensure that their supply chain have adequate processes in place to prevent in acts of modern slavery; and
- Agree to allow Schiavello (upon request) to undertake audits of their activities or those of their suppliers.

Our Goals for 2020–2021



Documentation

To review and update our internal processes and procedures to ensure compliance with the Modern Slavery Act 2018.

To update our Social Responsibility Policy to include Modern Slavery expectations.

To review and amend (as necessary) and HR policies and supporting documentation to include Modern Slavery expectations, including:

- Code of Conduct
- Behavioural Expectations
- Whistleblower



Training and Awareness

To develop and deliver appropriate awareness training sessions on Modern Slavery principles relevant to our employees and our key suppliers.



Supplier and Contractor Review and Qualification

To redefine our supplier and contractor prequalification documentation to include additional criteria mandated by the Modern Slavery Act 2018.

To ensure all key suppliers and contractors are assessed against this new criteria and that they formally submit response to Schiavello on their commitment to the Modern Slavery Act 2018.